

TO: County Office Employees

FROM: Larry Oshodi, Assistant Superintendent – Personnel Services

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Larry Oshodi
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DATE: December 9, 2022

RE: Update on Negotiations With SEIU

Both parties met on December 8, 2022, for their next negotiation session. During the meeting, the County Office presented a package proposal to the SEIU bargaining team.

In an acknowledgment of the fact that both parties have agreed on the salary increase and medical contribution for the 2022/2023 contract year, but, despite multiple proposals being presented on the other two years the parties had been discussing, the County Office proposed focusing just on the 2022/2023 contract year and have reopeners for the other two years of the contract. The County Office therefore proposed moving forward with the 10% salary increase and the County Office's increased medical contribution of \$1,588.00 per month already agreed upon by both parties for the 2022/2023 contract year.

The County Office's package proposal also included an extra 2.5% salary increase for all positions on the Paraeducator salary schedule. Furthermore, two new steps (5% each step), will be added to the salary schedules for all SEIU positions. The two new steps proposed by the County Office will add another automatic 10% salary increase outside of any future negotiations as employees move into the new steps. This brings the total salary increase proposed by the County Office for the 2022/2023 contract year between 10% and 17.5%.

In addition to the proposed increase to the County Office's medical benefit contribution, the Office's package proposal also included enhancements to other wellness and retirement benefits.

For the remaining two years of the contract, the County Office further proposed that both parties reopen bargaining next spring for salary and medical contribution as well as one non-economic item each for the 2023/2024 and 2024/2025 contract years.

No date has been scheduled yet for the next bargaining session. We will continue to keep the SCCOE community informed on the status of the negotiations.

The County Office values its employees and the critical work they do to educate and support students and families throughout Santa Clara County. The Office is committed to bringing these negotiations to a successful conclusion and reaching a fair agreement with SEIU on a new collective bargaining agreement.